

Pentecostal Assemblies of the World

Apostolic Manifesto

International Missions
Committee Report

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Introduction

In the spirit of a book by Jim Collins, entitled “*Good to Great*,” which spirit the PAW Apostolic Manifesto undertaking clearly epitomizes, the International Missions Committee respectfully submits its initial report to the Board of Bishops for consideration. Author Collins concludes

early on in chapter 1 of his book that: “...almost any organization can substantially improve its stature and performance...”

Without question, the Pentecostal Assemblies of the World has a very rich legacy. However, no organization should accept anything less than “*continually progressing toward its maximum potential.*” We believe that the collective efforts of all the Manifesto Committees will provide a platform whereby we, as a parent body, will be able acknowledge the opportunities and choose to commit to an unrelenting pursuit thereof. The result will be “*a greatly enhanced legacy.*”

Again, this report captures the initial efforts of the International Missions Committee. We expect, and shall welcome, all feedback.

Executive Summary

International Missions Committee a subcommittee of the Pentecostal Assemblies of the World, Inc. Manifesto. The efforts of this committee resulted in several recommendations that are presented in this document in an effort to achieve the following:

- Adequately fund international missions efforts

- Strengthen our organization's presence in each country where we currently have a council
- Encourage sustainable development in existing and new areas
- Train future leadership within international countries and the U.S.A.

The work of this committee has resulted in a comprehensive plan that incorporates current IMD activity, as well as recognizing the needs of our International Dioceses that have not historically received financial support for their representation of our organization, and the international efforts of our constituents. While the IMD has previously desired to support these councils, the organization has not historically provided the necessary financial resources. We believe that the future viability of our global efforts as an organization will be influenced by our commitment to adequately fund and train current and future missionaries and leadership, as well as our efforts to stabilize our presence internationally.

Our organization currently has a global presence in approximately thirty countries in addition to various global projects spearheaded by churches, local councils and individual members. Several new works have also begun to emerge: for example under the prior leadership of Bishop Norman L. Wagner, Spain, Russia and Ireland are now being developed through the efforts of the European Council of Nations.

Through the proposed budget for PAW Global Missions efforts, we believe adequate resources will result in our being able to fund the proposed areas of this plan.

Current and Future Global Missions Focus

Existing Operations

Understandably, there will be a need to assess, modify and integrate the existing operations of the International Missions to the strategy that is approved for the henceforth efforts. However, the committee chose not to include such considerations in this initial report.

Constituency Initiatives

It is believed, when the initiatives of the PAW constituency are considered, that the efforts being made are much more magnified than what is usually acknowledged. Thus, the committee recommends the development of a reporting process (Central Registry of Constituency Initiatives) to capture such activity.

Disaster Relief

Until the coming of the Lord, we know that "...there shall be famines, and pestilences, and earthquakes, in divers places" (Matthew 24:7), and we believe to prioritize extending relief, in some measurable way, is of the compassion of our Savior.

Evangelism

Strategically, evangelism must always be a high priority agenda item. The International Missions Department would identify various opportunities and choose to organize, initially, at least one major endeavor per year.

Educational Centers

The idea is to establish regional educational centers. The ultimate goal would be to qualify local leaders to administer, with a well thought-out accountability process.

Sustainable Development

Starting new works are minor in comparison to the equipping necessary to sustain them. There is much opportunity here, which is addressed in detail discussion of this report.

All Inclusive Support of International Dioceses

The needs are enormous. The International Missions is committed, in a graduated way, to tremendously improving its support in this area.

Chart: Proposed Global Missions Focus



Projected Expenditures
Expanded PAW Global Missions

CATEGORY	NARRATIVE	NOTES	<i>SUBTOTAL</i>
Existing Operations	Current IMD activities, based on proposed 2009 IMD budget		\$269,000.00
Constituency Initiatives	Annual survey and report of mission works and needs at local church level throughout the P.A.W.	Design survey, collect data, generate and distribute report	20,000.00
Disaster Relief	Evacuating missionaries, assist councils to respond to disasters in their countries. IMD will provide leadership.	Approximately \$5,000 per country annually. International councils eligible.	50,000.00
Educational Centers	Startup funding for regional indigenous leadership training centers. IMD will provide leadership. Use lessons learned to modify concept.	1 per year	100,000.00
Evangelism	For ministry expenses, including travel, equipment and supplies. IMD will coordinate annual international evangelism outreach. International Dioceses may submit request for their area.	1 per year	50,000.00
Sustainable Development	New funding to develop projects to sustain the P.A.W presence in various international locations. International Bishops will work with IMD to define criteria.	\$10,000 maximum per project	50,000.00
International Dioceses	International Bishops will work with IMD to define criteria	\$5,000 per council annually	125,000.00
<i>TOTAL BUDGET</i>			<i>\$664,000.00</i>

Fundraising Process:

The proposed budget that appears on the preceding page is based on 5,000 people pledging \$12 per month, which would provide \$720,000 in revenue per year. For as little as a \$5 per month pledge from 11,033 constituents, potentially \$664,000 could be raised annually.

I. *Fundraising Timeframes:*

1. Annual PAW Summer Convention
2. During PAW Council meetings, using the regional model IMD has adopted
 - a. Based on the size of each council, we would challenge each council to raise support via pledges. During appeal a PAW International Missions DVD would be shown and appeal cards would be distributed. Funds would be sent to headquarters and each Diocesan would receive report of all contributions from their council

II. *Fundraising Methods:*

1. Activate online giving button on the IMD website to permit online donations
2. Provide formal presentation including new missions projects during the convention on a specific evening service - and ask the Body to make financial contributions and pledges for support immediately following presentation
 - a. Funds raised during that service will be earmarked for IMD to distribute based on established criteria
3. Establish criteria for special projects funding and international evangelism funding using a mechanism that includes opportunity for International Diocesans to provide support to process
4. Advertise International Missions projects in the Christian Outlook
5. Use direct mailings asking for donations
6. Use emails to the membership to update constituents and encourage contributions
7. Request that the Presiding Bishop make special appeals for IMD offering, and use someone who is very effective in raising offerings - with the understanding that all of the funds will be used for International - Global PAW Missions.
8. Provide clarity for our constituents so they know when they are giving to PAW Global Missions/IMD and when funds are going to another group or other organization we may be partnering with.
9. Add a line item in the PAW Budget for International Missions base funding beginning in 2009.
10. Include International Dioceses financial support in the International Missions Budget.

11. International Diocesans will work with IMD to establish criteria for use of news funds designated for International Dioceses

International Bishops Financial Support

1. P.A.W. Bishops with International Dioceses remain disadvantaged when conducting business on behalf of the organization, due to the inability of their councils to provide financial support for their diocesan in a similar fashion as the U.S.A. councils.
2. It should be noted that P.A.W. Bishops with a dioceses in the United States receives a love offering at each of their councils, along with financial support to attend all P.A.W. functions, including the Annual Convention, Board of Bishops Meeting, etc.
3. International Bishops who reside within the US currently do not receive financial support. Several years ago an exception was made to this practice and was so noted in the P.A.W. Minute Book, which stipulated that the Diocesan of the Eastern Caribbean Council would receive a \$600 (Six hundred dollars) stipend to assist him with that council.
4. International Bishops that are indigenous to the country where their diocese is located, currently receive support through the IMD based on the availability of funds. The exception is the current Diocesan of the Liberian Council, who receives a salary as an employee of the IMD to serve as the Director of the Haywood Grimes Memorial Mission School. This position is not automatically assumed upon being elevated to the position of Bishop of Liberia.

Detailed Discussion of Certain Report Components

A Central Registry

PAW International Missions, stretches far beyond its "traditional definition," which has been (for the most part) restricted to the aspect administered by the "International Missions Department" (IMD). However, from a comprehensive perspective, PAW International Missions, in actuality, includes literally hundreds of thousands of dollars expended by its constituency.

In order to identify and recognize the global work of our churches, councils and individual members, the committee proposes as a component of PAW International Missions "A Central Registry."

1. The first task of this registry would be to capture all "current active projects" that the PAW constituency is currently engaged in. To leave out this element of PAW International Missions does not acknowledge the majority of the missionary work that is being funded.
2. The second step would be to establish a means for the PAW constituency to inform the "IMD" of planned projects before they are launched, whereby possible facilitating suggestions could be offered by the IMD.
3. The third step would be the development of routine reporting to the IMD (say semi-annually with enough lead-time to accommodate a consolidated report to the Board of Bishops in March and August), whereby "the big picture" of PAW International Missions efforts" can be appreciated.

Education

1. Education awareness about missions to the general body of the P.A.W.
2. Education of the mission's efforts that are already established and of new efforts is needed. The general body must be reached by non-traditional efforts in order to get new people interested and to gain support. The general body must be reached in a general forum not a mission's forum. Ideas:
 - a. Mail a 5-7 minute professional, fun, upbeat DVD to all registered members and clergy showing the personalities of the missionaries and **the personalities of those being**

- ministered to. Also showing a fun clip of the work. Nothing tear-jerker. Something fun. Also include in the mailing a list of needs, a support card, a way to give online, and an opportunity to host a benefit.
- b. 15 minute presentation at the annual council's pastor session.
 - c. Re-name the education effort. The general body typically views "missions" as boring and most of the time the general presentations are "boring" and don't capture what is fun about the work. Maybe call the educational effort international opportunities or something like that.
 - d. Get education to the lay members and church leaders and not just pastors
3. Provision of training for the international dioceses about ministry, health, the arts, economics, business, literacy etc. Training in various subjects are needed in every country to provide the residents with the knowledge they need to progress. Some ideas: Establish funded opportunities for international leaders to yearly retreat to an education center for training in specific areas and motivation. One person for each topic of education. That leader would return his/her country and teach what he/she has learned.
 - a. Provide online classes for indigenous leaders' through an intensive study 2yr program, classes translated in their language with translate software package that allows instructor to speak in English and is translated as they speak or instructed by people who now live in the U.S. and speak that language.
 - b. 2 month exchange program for young adults (ages 18-29)
 - c. Training for American missionaries (long term/short term missions) Online and/or correspondence courses through Aeon Bible College or the IMD with certification, license and credit hours for Aeon (6 month, 1yr). Text books may be written or suggested by IMD board members, International Bishops, veteran missionaries and international leaders. One day seminars are good, but usually are not enough to equip people to do what they need to do. Extensive study is needed as well as on the job training.

Sustainable Development

Our program efforts in various countries must be designed to advance the principles, goals and beliefs of the P.A.W. in a manner that meets the present needs in each country where we have a presence without compromising the ability of future generations to meet their own needs through partnerships, collaboration, and outreach efforts. Disasters resulting from natural hazards, such as droughts, floods, earthquakes, tsunamis, hurricanes and cyclones, are widespread in many developing countries and are identified as a major threat to sustainable development and poverty reduction.

Sustainable development efforts therefore must meet immediate needs and build a foundation upon which our presence and work in various countries becomes more stable over a specific period of time. It is important that we transition our efforts from ‘giving a man a fish’ to ‘teaching him how to fish.’

Components of Sustainable Development

Short term emergency relief efforts must immediately meet the basic survival needs of those suffering from a lack of shelter, clothing, food and medical care.

Sustainable emergency relief efforts require trained paid and volunteer staff that are able to use their skills to build structurally safe buildings, provide education and skills training for unemployed adults and youth; be able to build and maintain safe water systems; and maintain farms that use ‘best practices’ to assure adequate food supplies.

This will require the following steps:

- a. Develop trained indigenous staff using a regional model to bring together P.A.W. members for training with experts that understand their skill limitations, geographic area and political environment.
- b. Develop mechanisms to receive, store and distribute in-country

1. Feeding programs-farming/food coops

Building projects that use technology that considers local climate, environment to withstand elements long term (permanent, safe structures).

2. Intl Leadership development

U.S. & Intl country training partnerships will evolve to International training led by indigenous trainers. Guests will be invited to observe process and receive training, in preparation for Indigenous Leadership training in their own geographic area

3. Funding sustainable development

In order for the global work of the Pentecostal Assemblies of the World Inc., to become viable and truly represent the best of God, it is important that such work be adequately funded. Funding for such efforts may be a combination of base funds, grants, contributions, donations and investment revenue. It is recommended that base funding for the global work of this organization be designated for the International Missions Department in the national organizational budget to

assure that our global presence survives despite the level of donations and grants received by this organization from outside sources.

- a. Funding for sustainable development should be included in these funds.
- b. Funding for sustainable development would be granted for work in one of the countries where the P.A.W. has an international presence for a specified period of time based on mutually agreed upon measurable goals and objectives. A written report will be required using the reporting document guidelines provided by the IMD.
- c. Identify those with expertise in-country to establish long term process
- d. Develop timeline, goals, objectives, outcomes
- e. Use partnership model to implement program
- f. Indigenous country provides supplies, sweat equity etc

Potential Indigenous Leadership

There is a need to begin training indigenous leadership from among our various international councils, with the goal being to have an indigenous leader trained in each country where there is a P.A. W. presence. This effort will increase stability in countries where there may be problems with U.S. A. residents remaining in the country or gaining entry.

Initially indigenous leaders should be identified for training from the following countries:

- a. Nigeria
- b. Ghana
- c. South Africa
- d. Europe

Indigenous Leadership Development

Part I. Background

For far too long highly industrialized nations of the world in general, and in particularly the US States of America and many of the European nations, have maintained a colonial mind set when interacting and making decisions related to many of the African nations, Caribbean nations and Islands, and other nations of the world. The colonial mind set or way of thinking is that Americans are more superior, thus more intelligent, more Christian, more saved, and more knowledgeable than anybody else. Unfortunately, we the leadership of the Pentecostal Assemblies of the World has to a great extent maintained that same kind of mentality and mind set, particularly when it comes to the way we view our brothers and sisters and our fellow ministers outside of the continental United States.

This kind of mind set is especially true when it comes to the elevation of church leaders (pastors), to the highest office in the organization, the office of Bishop. While we have had a long history of elevating nationals to the office of Bishop, we have done so at a very slow pace in comparison to resident pastors of the United States of America. We have elevated more resident pastors in the United States and placed them over International Councils, compared to the placement of nationals over their own councils. As I have traveled throughout the world it is my observation that, first of all we have failed to identify those indigenous church leaders (pastors) who are already well qualified to be diocesans and secondly, we have miserably failed to help prepare more indigenous pastors to lead their own councils. We have not elevated these individuals to be diocesans at the same pace in which we have elevated pastors in the United States of America to be placed over International dioceses (their own councils in their countries).

Thirdly, it is also my observation that in the history of the Pentecostal Assemblies of the World, there has never been a Bishop who resided in another country who was nominated or elected to the office of Presiding Bishop or the Assistant Presiding Bishop of the Pentecostal Assemblies of the World. Fourthly, we have never placed a Bishop who resided outside of the United States of America over a council within the Continental United States of America.

While we may be tempted to cite a number of practical reasons as to why this has never happened, could it be that we, who reside within the United States of America, feel that we were better suited for the job. We feel that the time has come for change. We must change our mind set, we must change the way we do things.

The time has come when we must as leaders, Executive Board members and members of the PAW begin the process of giving first consideration of open dioceses to those qualified individuals who live within that country and or region. In some cases it may not be feasible, safe, nor practical to place a U.S. resident Bishop over a International diocese. For instance in many parts of the world, particularly in many of our African nations, it is very hazardous to even travel to a country, due to the great amount of political unrest there. Just to name a few, Togo, Kenya, certain parts of Nigeria, Cameroon and Egypt.

Part II. **Filling International Vacancies**

In this 21st century, how do we move forward with the filling of our International Dioceses?

1. We must give top priority to the filling of International dioceses which become vacant, first of all, with qualified nationals (indigenous) as Diocesans, Suffragan Bishops, and District Elders, within those councils.
2. The PAW must take aggressive action in developing new leadership for it's councils. Where there is not already an effective leadership development program in existence, we must assist in the establishment and development of such leadership programs with a

goal in mind to help prepare pastors for advanced leadership positions of Suffragan Bishop and Bishop (diocesan), within the PAW.

Note - Bishop Ephraim of Nigeria, West Africa, already has a Diocesan leadership succession plan set up whereby he is training and preparing now a possible diocesan successor for the Nigeria Eastern Council.

In the way of Leadership conferences, the Cameroon Council and the West Nigeria Council, (under the leadership of Bishop Charles A. Sims, Diocesan), partnered with the East Nigeria Council (Bishop Enebong Ephraim, Diocesan) and conducted two International Leadership conferences (2004 & 2006), which were very successful. While the focus was not on the filling of vacant dioceses, it nonetheless focused on the further leadership development of indigenous pastors and leaders.

Also - Presently we (Bishop Enebong Ephraim and Bishop Charles A. Sims) are working with the Honorable Presiding Bishop Horace E. Smith, in the planning of a 2009 Pan AM African Leadership Conference, to be hosted by the East Nigeria Council and the West Nigeria Council of Nigeria, West Africa.

3. In the establishment of leadership training and succession plans, we must assist such International councils to allow their possible successors to attend our International Conventions. When we do so it allows these individuals to become more further oriented to the PAW on an International scale, and at the same time it gives them some of the necessary exposure to the PAW Executive Board which is needed for possible future advancement within the organization.

Note: PAW Executive Board Members very seldom support or vote for individuals to become Bishops, whom they do not know.

4. As in US dioceses, special weight and consideration should be given to the recommendation of existing diocesans for the International Dioceses in which they may be vacating. The Diocesan of the International Dioceses is more familiar with the leadership which is within that particular council. Most of the time the Diocesan is the only one outside of that country or region who is familiar with individuals who may be eventually elevated to be the Diocesan.
5. In order to keep from losing ground in an International council, and in order from losing some of the churches and their pastors, whenever a diocese vacancy occurs, the organization as in most all other instances within the U.S. A. must move with all diligence to fill the vacant diocese. When there is no Diocesan in any council there is always the danger of losing many churches, as well as good ministers.

The following is an analysis regarding our PAW International Dioceses:

Part III. State and Status of International Dioceses

1. Presently we have 30 International Dioceses
2. There are 8 vacancies (no diocesan):
 - a. Egypt
 - b. Cameroon
 - c. The Northern Philippine Islands
 - d. European Council of Nations
 - e. South Africa (Johannesburg area)
 - f. Fiji & Cook Islands
 - g. Brazil
 - h. Canada
3. There are 13 US resident Bishops who are diocesans of International dioceses.
 - a. Kenya Council, Kenya, East Africa – Bishop Michael Hannah, Diocesan
 - b. Zimbabwe Council, Southern Africa – Bishop Samuel Wright, Diocesan
 - c. Far East Council - Bishop Roland Hariston, Diocesan
 - d. W. Nigeria Council, Nigeria, West Africa – Bishop Charles A. Sims
 - e. Cape Town, Cape Town, South Africa – Bishop Joseph Guthrie
 - f. Jamaica Council – Jamaica, West Indies – Bishop Noel Jones
 - g. Dominican Republic Council – Bishop Moses Butler, Diocesan
 - h. Southern Philippines Islands Council – Bishop William C. Smith
 - i. Venezuela Council – Bishop Edgar Posey, Diocesan
 - j. Mexico Council - Bishop Michael Garrett, Diocesan
 - k. Eastern Caribbean Council – Bishop Leo Smith, Diocesan
 - l. Ghana Council – Ghana, West Africa – Bishop Charles Ellis, Diocesan
 - m. Togo Council, Togo, West Africa – Bishop Cecil Pratt, Diocesan
4. There are 7 national Bishops who are diocesans of International dioceses.
 - a. Nigeria (Eastern) District Council – Bishop Enebong E. Ephraim, Diocesan
 - b. Sierra Leone Council, West Africa – Bishop John K. Cole, Diocesan
 - c. Liberia Council, West Africa – Bishop Leo Simpson, Diocesan
 - d. India District I Council – Bishop Daniel Evans, Diocesan
 - e. India District II Council – Bishop Emanuel Paul, Diocesan
 - f. Bahamas Islands Council – Bishop Farrington Ellis, Diocesan
 - g. Haiti Council – Bishop Joseph Montinor, Diocesan

5. *Fourteen (14) of the countries where our International dioceses are located are classified by the U.S. State Department as being unsafe for US citizens, of which 5 of these dioceses are filled by nationals (indigenous Bishops).*
6. Three (3) of our vacant dioceses are classified as unsafe:
 - a. Cameroon
 - b. Egypt
 - c. Philippine Islands
7. One diocese would be classified as moderately unsafe for US citizens
 - a. Japan
8. Three dioceses can be termed as dangerous and or very dangerous:
 - a. Mexico
 - b. Brazil
 - c. South Africa
9. The countries which are classified by the US State Department as being unsafe where we have US resident Bishops serving as Diocesans are:
 - a. Nigeria, West Africa - (The West Nigeria Council)
 - b. Philippine Islands - (Southern Philippine Islands)
 - c. Togo, West Africa - (Togo Council)
 - d. Zimbabwe - (Zimbabwe Council)
 - e. Kenya - (Kenya Council)
 - f. Liberia - (Liberia Council) the Diocesan of this council has dual citizenship (US citizenship and a Liberian citizenship)
10. Other issues concerning some of our International dioceses:

It has been reported that a few of the diocesans may be having some serious health challenges. E.g., Bishop John K. Cole of Sierra Leone has been out of the country for quite some time for medical reasons, and another Diocesan is also having some serious health problems

Part IV. Recommendations

Moving from a national (USA) mind set to a Global (International) mind set.

I. Lay Directors

The Pentecostal Assemblies of the World must now, in this 21st century, move from a national (USA) mind set to a global / international mind set. It is our position that we must make the

necessary organizational structural changes in order to accommodate a new kind of thinking which takes into consideration our International dioceses.

Presently the Minute Book makes provisions for having a lay director from five geographical areas of the United States of America only. These geographical areas are classified as districts (Central District, Western District, Northeast District, Southeast District, and Midwestern District).

Therefore under the present structure, lay director representation is not possible. Plainly stated, no other geographical areas in the entire world of which we are involved in as an organization (The Pentecostal Assemblies of the World) is permitted to have lay directors. We must move from our present archaic and outdated internally nationally focused organizational structure.

To state our current situation another way means that of the thirty International dioceses we have no lay directorships available. It is obvious that since the time our organizational structure was first set up, during the mid 20th century that the Pentecostal Assemblies of the World has grown both nationally and internationally.

The following steps can be taken to correct this situation:

1. The proper structural changes should be made to permit lay directors to be chosen from International dioceses and or various geographical regions outside of the continental USA. For example: The Caribbean Islands, Nigeria, Asia, Europe, etc
2. The regions established by the PAW Executive Board
3. Allow the International dioceses to select their lay directors

II. International Regional Conventions

Because the possibilities are very remote that the masses of the PAW membership outside of the continental United States, especially in many of our third world countries where that we have thousands of members, will ever have the opportunity to attend a International Convention of the PAW, it is suggested that we could go to a International Regional convention concept. Examples: International Regional convention in West Africa, or Europe, etc.

III. Assistant Presiding Bishops

In some of these International geographical regions Assistant Presiding Bishop's could be selected to preside over the region. The preference would be that the individuals selected would be nationals of the regions they represent.

Survey of Global Missions Works

In order to remain viable as an organization it is recommended that the Pentecostal Assemblies of the World, Inc survey our membership in order to truly understand the variety of International Missions programs that currently exist within our organization.

Currently councils, churches, local missions departments and individuals throughout our organization have various Mission's programs they support. A national survey is therefore recommended that will encourage local pastors to identify their existing missions' efforts as well as any planned efforts.

The goals will be as follows:

1. To identify and recognize missions efforts throughout the organization
2. Identify gaps in services and training needs
3. Update our constituents about opportunities for new collaborative efforts with the P.A.W. as we seek to sustain and strengthen our Global presence

It is recommended that the services of those with survey, marketing and fundraising experience be secured for this survey through a contract for services. Funding for this survey will be provided through the base funding of IMD provided by the P.A.W. under the new funding structure of this department. This will be an annual survey, with the results provided to the Board of Bishops and our constituents.

In order to increase participation in the survey, the purpose of the survey should be announced by our Presiding Bishop, and endorsed by the Board of Bishops. The purpose of the survey along with the identification of benefits to the local church and the national body will help to decrease the local pastor's apprehension.

It is recommended that a marketing plan for International Missions be developed using, in part the findings from this survey. As a benefit to our local constituents, partner with the IMD on various international outreaches, and training opportunities will be provided by the IMD for churches, councils and individuals desiring to become actively involved in the fulfillment of God's great commission.

We recognize that members of the Pentecostal Assemblies of the World, Inc., desire to actively participate in global relief activities that permit them to collect and distribute needed items, as well as traveling to other countries to personally participate in emergency relief efforts, witnessing and crusade type activities. Churches, councils and individuals will be encouraged to participate in such efforts coordinated through the International Missions Department as well as through partnership efforts with various humanitarian and religious groups. Gaps in service opportunities will also be identified through the survey.